



SpencerFane®

## WorkSmarts Virtual Seminar: 70s Edition

March 6, 2024

11:30 am CST – 2:00 pm CST

### **This event has now passed**

Travel back to the time of bellbottoms and disco for WorkSmarts: 70s edition! Join us virtually on March 6 as we discuss two topics: reasonable accommodations and unique California labor and employment laws.

#### **11:30 a.m. – 12:30 p.m. | Triple Threat: Understanding Reasonable Accommodations Under Three Laws**

Providing reasonable accommodations for individuals with disabilities under the Americans with Disabilities Act remains a challenge for employers. Recent developments have provided additional challenges in providing reasonable accommodations. Specifically, in late 2022, Congress passed the Pregnant Worker's Fairness Act, and in 2023, the U.S. Supreme Court provided clarification of the standard for reasonably accommodating an employee or applicant's sincerely held religious belief. [Robert Warzel](#) and [Randi Winter](#) presenters will discuss the ways in which these obligations are similar, how they differ, and provide best practices for complying with all three laws.

#### **1:00 p.m. – 2:00 p.m. | California Learnin': Exploring California's Sweeping and Sometimes Onerous Labor and Employment Law Requirements**

After asking their attorneys a question about employment laws, one of the first questions clients often hear in response is, "do you have any employees in California?" California's employment laws are known to be wildly different than the

employment laws from the rest of the country. But is this stereotype accurate? And if so, how do these laws differ? And, most importantly, how do these differences affect non-California employers with California employees?

[Servando Sandoval](#) practices employment law in the Spencer Fane California offices, and he will act as our “California guide” for [Casey Murray](#), our “Moderator from the Midwest.” Together, Servando and Casey will give employers a primer on California employment law.